



DC Model Teacher Evaluation System Development Program 2014-2015

Introduction

October 2014

The Office of the State Superintendent of Education (OSSE), in partnership with Thurgood Marshall Academy, are soliciting LEA participation in the planning and developing of a DC model teacher evaluation system. This model system will leverage Thurgood Marshall Academies' existing tools, best practices from across the city and national research. This project will be based on the following theory of action:

*"If we provide teachers and leaders a framework for guidance and support that improves instruction and includes their voice, **then** educators will be equipped with the tools, strategies, and infrastructure necessary to improve professional practice and increase positive student outcomes."*

Planning Committee Participation

Starting in November 2014, OSSE and Thurgood Marshall will convene a planning committee of LEA school leaders. These convenings will meet monthly and will include professional development and participant feedback on different components of the model system. Please see the attached document for participation guidelines.

Timeline

The initial planning committee meeting will occur in November, 2014. The optional implementation of the model evaluation system will begin during the 2015-2016 school year as a trial year, with revisions if necessary. Full implementation will begin in 2016-2017 school year.

Stipends

LEAs participating in the planning year will be awarded stipends, which can be used to supplement central office staff dedicated to the initiative or for other relevant needs.

Goals

- To establish a common language for high-quality, effective instruction
- To provide a suite of turn-key, high-quality teacher evaluation tools that supports frequent, iterative feedback aligned to impactful improvement plans
- To create a high yield and collaborative system for incorporating student performance into teacher evaluation through Student Learning Objectives (SLOs)



DC Model Teacher Evaluation System Planning Committee Guidelines for Participation

The DC model teacher evaluation system planning committee will provide feedback, share resources, and contribute to the overall development of the DC model teacher evaluation program. LEAs who participate in this yearlong committee will each be awarded a \$10,000 stipend.

In order to participate in the planning committee and receive the full stipend, LEAs will need to commit to the following requirements:

- Attendance at monthly planning meetings/professional developments
- Designation of one LEA administrator who is responsible for teacher evaluation policy as a point of contact
- Identify 1-5 “proxies” who will attend monthly meetings if the point of contact is unavailable. Ideally, proxies will also be LEA administrators
- Complete pre/post work required for monthly meetings. This could include surveys, needs-assessments and annotation/vetting of resources
- Agree to host one monthly meeting
- Share best practices and resources currently being used as part of the LEA teacher evaluation system. These resources will include the following (all sensitive information may be redacted):
 - Current evaluation materials and rubrics
 - Number of people conducting teacher evaluations
 - Teacher evaluation timeline and procedures
 - Teacher improvement plans -Student Learning Objectives documents and resources

Flexibility Factors

- The DC model evaluation system will be designed with the full acknowledgment of LEA autonomy regarding teacher evaluation. LEAs who participate in the planning year are not required to implement the system in SY 15-16.
- LEAs that do not have all of the materials above can still participate. The materials collection will be used as a way to share best practices and inform the creation of new tools.
- LEAs will not be required to submit any sensitive personnel data. Any materials that include individual personnel data are encouraged to be redacted.

For questions, comments, or to join, please contact: David Hendrie, Teacher Effectiveness Specialist (OSSE) David.Hendrie@dc.gov.